



Kansas Health Policy Authority

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MEMORANDUM

To: KHPA Board Members
From: Marci Nielsen, PhD, MPH; KHPA Executive Director
Date: November 14, 2006
RE: Report on Senior Staff Retreat Nov. 2-3

Over the past year, our agency has experienced significant change, from transferring people and programs to KHPA to adding critical members to our senior staff team. Recognizing the importance of identifying existing strengths, opportunities for growth, and providing thoughtful leadership to our agency, my senior staff and I met for a strategic planning staff retreat.

The purpose of this retreat was to: (1) Discuss the historical development of the Authority in order to understand and appreciate the perspectives of KHPA staff; (2) Analyze and understand current KHPA employee work engagement and morale; (3) Identify the Authority's strengths, assets, and opportunities for improving the health of Kansans; (4) Develop strategic plans for specific programs and agency operations with doable action steps; and (5) Work productively as a staff and organization. To assist us in this process, KHPA employees completed a work engagement survey (nearly 85% response rate) that gave us a clear picture of the needs of the employees, areas of improvement, and issues to address. In addition, employee suggestions and comments were collected anonymously. This information laid the framework for our retreat, which was facilitated by researchers from Wichita State University. Our goal was to develop strategic plans with specific action steps that address the responses to the employee survey.

The senior staff strategic planning retreat was illuminating, positive and productive. We drew insights from the history and creation of the organization, and from the survey's results, we recognized the assets of the organization and the areas we need to improve upon. My senior staff and I also discussed the opportunities and challenges the agency faces as an organization from the perspective of working closely with the Governor's Office, State Legislature, and our Board of Directors.

With these insights and feedback from our employees, senior staff and I were able to draft an outline for a vision of where the agency as an organization should be in the future (3-4 years), based on broad priorities set by the Board. This outline will be shared with all KHPA staff for feedback and refinement over the next month. As the Board continues its planning for a coordinated health agenda, we hope that you will find the Authority's strategic plans for specific programs and agency operations helpful background information for the Board retreat in January.

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